

Exhibit: National Inquiry into Missing and  
Murdered Indigenous Women and Girls

Location/Phase: Part 3: Toronto

Witness: Favida Deif

Submitted by: Meredith Porter-Commissioner

Add'l info: Sask. Assoc. Chiefs of Police

Date: JUN 12 2018 - P03P03P0201

Intials

I/D

Entered

63

28



## Policing Policies and Practices

- i. *What kinds of information do you collect when detaining individuals? Are race, age and sex/gender information collected? If not, why not?*

Unless a person is charged, the Regina Police Service does not collect information on ethnicity/race. If a person chooses to self-identify, it will be recorded in our records management system. If a person is arrested, charged and lodged in our Detention Center, we collect their date of birth and sex/gender as well as their race.

- ii. *What rules exist regarding cross gender body and strip searches of women and girls by police officers? Please detail the protocols that regulate these searches at every stage of interaction with police from routine stops to arrest and detention.*

The policy of the Regina Police Service regarding cross gender body and strip searches by police officers states that, when possible, the search will be performed by a member of the same gender as the prisoner. Every person that is lodged in our Detention Center undergoes a pat down and external body search with the use of a metal detecting wand.

Strip searches must be authorized by a Sergeant in our Detention Center. Strip searches will only be conducted when there are reasonable grounds to believe that the arrested person has weapons, evidence, tools to escape, or anything that may pose an immediate safety risk. Strip searches are to be conducted in a private space to ensure the person's dignity. The strip search must be carried out by a person of the same sex and with only the necessary personnel required to conduct the search. The practice of the Regina Police Service is to complete the search in stages so that the person is not completely disrobed at one time.

It has been our practice to exhaust all options to find a police officer of the same gender within Headquarters to perform a search if there is not the appropriate resource in the Detention Center. The only time the opposite gender would conduct a search is if there is an emergent operational need. There must be a reasonable purpose for the extent of the search. Searching a person who is being detained or handcuffed can be done by either sex.

- iii. *Are there specific protocols on cross-gender body and strip searches involving minors?*

The same protocols exist for minors as they do for adults. When possible, same sex/gender police officer will be responsible to perform a body or strip search. Any search of a person must be carried out in a manner that complies with constitutional and legal requirements.

- iv. *Please detail the circumstances in which a male officer can request that a woman remove her bra or other undergarments during stops, arrests, and detention. What policies are in place for regulating this practice?*

All prisoners are allowed one layer of clothing in addition to their undergarments as long as there are no concerns of self-harm. The policy of the Regina Police Service states that undergarments shall only be removed in detention if:

- there is progressive demonstration that the person may attempt self-harm, or
- if there is reason to suspect the person is concealing contraband or something that could be used as a means of escape.

Our practice is to adhere to the same guidelines of searching prisoners by having a police officer of the same sex request the undergarment to be removed. If a female prisoner must have their undergarments removed, a female police officer would make the request and conduct the search.

- v. *What protections are in place to prevent sexually inappropriate behavior by police officers? What measures are in place for regulating this practice?*

The Regina Police Service recruitment strategy includes a number of intensive screening steps. Applicants are required to fill out a lengthy personal disclosure form which includes questions related to sexually deviant behaviors as well as sexist attitudes, biases or beliefs. During the polygraph examination, these questions are raised again to vet any further information that may cause concern related to sexual behavior or attitudes. Finally, the last step of the hiring process is an interview with a panel of police leaders.

Once a person is hired, there are a number of measures in place to mitigate attitudes related to gender, sex, and roles of women. There are a number of policies to address potential problems such as the Violence in the Workplace Policy and the Harassment Policy. In addition, if there are internal complaints made Professional Standards will investigate. If there are public complaints made, Professional Standards will take investigative direction from the Saskatchewan Public Complaints Commission. Police Officers are also guided by the provisions of *The Police Act, 1990* and *The Municipal Police Discipline Regulations, 1991*, and their activities can be monitored through in car cameras, GPS tracking of marked vehicles, and video cameras in the Detention Centre. As a municipal police agency, the Regina Police Service has multiple layers of supervision from a field supervisor on shift, to a Watch Commander in the office as well as Staff Sergeants and Inspectors available when needed.

- vi. *Please elaborate on the policies and standard operating procedures surrounding the use of force by an officer during stops, arrest and detention. What level of force would be deemed "excessive" for a cooperating individual as well as someone resisting arrest?*

The Use of Force Model is a graphical representation of the various elements involved in an officer's assessment and decision making. It is a provincial model that is used as a tool to help police officers make split second decisions about what force is deemed appropriate in any given situation. It is not linear, but rather a continuum.

Of note, under sections 25, 26 and 27 of the Canadian Criminal Code, those persons who are authorized by law to use force can be held criminally responsible for excessive force.

The assessment process for police officers is to continuously assess, plan, and act reasonably throughout the incident. Six factors must be considered in every situation: environment,

number of subjects, perceived abilities of the subject, knowledge of the subject, time and distance, and potential attack signs.

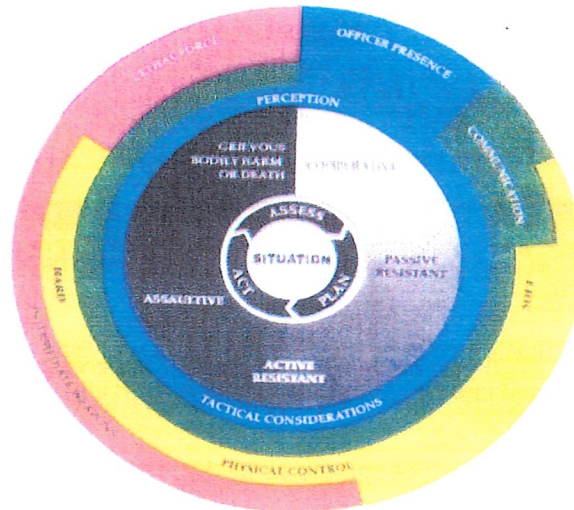
Perception and Tactical Considerations are two separate factors that may affect the officers overall assessment. They are interrelated and represented in the model. Understanding these may explain why two officers may respond differently to the same situation and subject. Each officer's perception will directly impact their own assessment and selection of tactical consideration and their use of force option.

Response options for the police officer are determined based on the situation and possible threats to officer and public safety. When force is used, there are a number of immediate steps that must occur:

1. Immediate notification must be made to the field supervisor,
2. If a person is lodged into Detention, the use of force is also reviewed by the Detention Supervisor,
3. A use of Force report must be completed by the involved member,
4. An investigation into the use of force used and its appropriateness is undertaken by a field supervisor and submitted to the Use of Force Committee,
5. The involved members Inspector reviews the incident,
6. A review of the incident by the Use of Force Committee is conducted to determine the appropriateness of the force used and
7. Results are reported to the Saskatchewan Police Commission quarterly.

Without a specific situation, it is difficult to determine if excessive force may or may not have occurred. Of note, under sections 25, 26 and 27 of the Canadian Criminal Code, those persons who are authorized by law to use force can be held criminally responsible for excessive force.

### National Use of Force Model



The officer continuously assesses the situation and acts in a reasonable manner to ensure officer and public safety.

- vii. *Please elaborate on the policies and standard operating procedures that apply to custodial arrangements for and body strip searches of transgender individuals?*

The policy of the Regina Police Service related to searches of transgender individuals requires a Detention Sergeant to ask the transgender person if they would prefer to be searched by a male or female. In addition, the transgender person is also offered the option to have a split search, meaning that they can be searched by both a male and female as preferred. Every prisoner is lodged in an individual cell. A transgender person would be lodged in the male segment if that is how they identify or the female segment if that is how they identify.

- viii. *What protocols exist regarding the use of pepper spray, tasers, and police dogs, in general and with respect to children?*

The Regina Police Service policy regarding use of force does not differ for children. Every situation must be evaluated and assessed based on the behavior presented at the time. However, in the case of deploying a CEW, our policy regarding the use of CEW's is more refined. The policy states that when operationally feasible, EMS will be requested before discharging a CEW on a young child. Using a CEW on a child should be avoided when possible.

According to the Criminal Code of Canada, persons under 12 years of age cannot be charged criminally. Therefore, deploying a police dog on a person that is perceived to be 12 years, or

younger, is not the practice of the Regina Police Service. In addition, our policy and practice is that police dogs are not used off leash to search for children.

ix. *What protocols exist for responding to domestic violence calls?*

Domestic violence calls are taken very seriously at the Regina Police Service. Generally, the Regina Police Service receives about 15 domestic related calls for service daily. The number of domestic related calls for service has increased in recent years. Many of these calls do not include violence but the potential for violence often exists. All domestic violence calls for service receive a police response. Police members are expected to evaluate the situation and take appropriate action. If a victim does not want to provide a statement, police officers are still required to investigate and report the incident.

First responders to situations of domestic violence are required to perform a thorough investigation. An arrest shall be made if there is enough evidence to suggest that a crime has occurred. At no time are members to advise a victim of domestic violence that they can drop or press charges. Once a call is made to police, the victim has no control over the decision to charge or prosecute. The decision on whether or not criminal charges should be laid is the sole responsibility of police.

Domestic related calls for service are reviewed by a supervisor as well as a Domestic Violence Coordinator.

x. *What measures are being taken to ensure the well-being and safety of female victims of domestic violence and those at risk?*

To effectively combat the serious and prevalent problem of domestic violence (DV) within our community, coordinated and comprehensive efforts on the part of police and community partners are undertaken. As front line workers police often have the responsibility of responding competently to the immediate and longer term needs of domestic violence victims, while indicating to offenders that society does not tolerate violence.

The Domestic Violence Coordinator/Investigator (DVCI) is a position which falls within the Criminal Investigation Division (CID) of the Regina Police Service working within Family Services at the Regina Children's Justice Centre. The position consists of one Corporal who is partnered with a Ministry of Social Service Child Protection Worker who investigates domestic violence cases. The Regina Police Service has an information sharing agreement with Family Services Regina (FSR). The objectives of the agreement include early intervention services for victims of domestic violence and access to timely and quality services for victims of domestic violence and their families. The DV case workers from FSR provide support, safety, planning, information about protection and orders, access to updated court documents, resources, referrals, and follow up for victims. To achieve these goals, the Regina Police Service has agreed to provide FSR with sufficient information from any domestic violence incident to allow them to provide support and resources to victims of domestic violence. Specifically, information pertaining to the existence of charges, victim and offender names, offender court dates, release dates, and conditions of release are provided, and in certain circumstances information related to

complaints of domestic violence where no charges are laid may also be shared. The DVCI is responsible to work with FSR. Copies of pertinent file information involving DV is forwarded to FSR's Domestic Violence Unit.

The DVCI conducts and assists in investigations. The DVCI reviews a large number of domestic related files and directs them to appropriate units for follow up, or, in some circumstances, personally follows up with further investigation. The position liaises and communicates with Family Service Regina, Ministry of Social Services, Probation Services and Victim Services regarding spouse / partner violence, child / parent offences, breach offences and victim support. The DVCI conducts numerous risk assessments on a weekly basis as requested by Family Service Regina Victim Workers and Probation Services. The position assists the Social Services Domestic Violence Caseworker as required with investigations. The DVCI prepares for, conducts and evaluates interviews with victims as required and assists other Family Service members on files as needed.

The policy of the Regina Police Service is to notify the victim when the accused is released from custody. In addition, police officers are trained on how to request special conditions for the accused to ensure safety to the victim. All victims of domestic violence shall be given a Domestic Violence pamphlet which will include the incident number, phone number of the Regina Police Service as well as the investigating member's badge number.

There is a strong partnership with community stakeholders, including Family Service Regina, Ministry of Social Services, Mobile Crisis, Domestic Violence Court, Crown Prosecutors, Corrections Canada, Canadian Border Service Agency, Women's Shelters and other police agencies. Stakeholders collaborate on files, share information regarding criminal history of DV offenders and safety planning with victims. The DVCI meets with agency members as required and meets with the Domestic Violence Court Treatment Team monthly. The DVCI makes presentations and attends informational sessions when requested. The Regina Police Service also works in partnership with Family Services Regina which administers the Cellarm Program. Persons who have been deemed at high risk for re-victimization will be issued a cell phone which is preprogramed to automatically dial 9-1-1.

If there are children in the home who may be at risk due to domestic violence, they could be apprehended under *The Child and Family Services Act* or the incident may be reported to the Ministry of Social Services.

*xi. Is there a specific policy on dual arrests in domestic violence cases?*

No. There is no policy on dual arrests. Police officers are trained to make arrests where there is adequate evidence to support a charge.

*xii. What, if any, specific measure has your police service taken to address the issue of missing and murdered indigenous women?*

Aside from the investigative component that comes into play when a person is reported missing or murdered the Regina Police Service participates in the following initiatives that are preventative:

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1. The Regina Police Service attends and participates at the Sisters in Spirits Vigil held annually which remembers all the Indigenous women who are missing and/or murdered.
2. The Regina Police Service is a stakeholder in the Provincial Partnership Committee for Missing Persons (PPCMP). In a pioneering move the Government of Saskatchewan, in 2005, established the PPCMP in response to the public concern regarding missing persons in Canada and in particular the increasing number of missing and murdered Indigenous women in western regions. One of the PPCMP initiatives is the annual Missing Person Week which draws public attention to the issue.
3. The Regina Police Service works closely with the Canadian Center for Child Protection in the area of missing children.
4. The Regina Police Service liaises with the Ministry of Social Services and Group Homes where a high number of Indigenous children are reported missing on a continuous basis.
5. The Regina Police Service is currently participating in discussions regarding a missing person study conducted by the Predictive Analytics Laboratory housed at the Saskatoon Police Service.
6. The Regina Police Service will be making a presentation to Gemma House, a group home in Regina. The intended audience will be 12-15 year old females whom have a history of abuse, have used drugs, and are involved in the sex trade.
7. The Regina Police Service is a member of the Saskatchewan Association of Cold Case Investigators (SACCI). A project being developed by SACCI is the Vulnerable Person High Risk DNA Registry for the Province of Saskatchewan.

In addition to investigative efforts, the Regina Police Service is planning an upcoming meeting with the families of Missing and Murdered Indigenous Women and Girls in our city before the end of 2016. The intent of the Regina Police Service is to improve communication with families as well as share our understanding of the Inquiry and steps going forward.

Lastly, the Regina Police Service has a full time dedicated Victim Services Missing Person Liaison. The role of this position is to assist families of short term and long term missing person cases as well as offer support at court.

*xiii. Please detail any partnerships your police service maintains with First Nations police and community workers, mental health professionals, addiction specialists, and domestic violence experts.*

Aboriginal Peoples

The Regina Police Service maintains strong working partnerships with a number of First Nation policing, community groups, mental health professionals, addiction specialists, and domestic violence experts. The following is a list of some of these agencies:



- File Hills Police Service;
- Saskatoon Police Service;
- RCMP;
- Eaglemoon Health;
- Newo Yotina Aboriginal Friendship Centre;
- Randall Kinship Centre;
- All Nations Hope Network; and
- Wapanacik Family Services.

In addition, the Regina Police Service has undertaken a number of other initiatives to create working partnerships and relationships broadly within the First Nations community, including:

- The Regina Police Service (RPS) Round Dance is held every February. We also participate in hosting round dances, Pow Wows and other Aboriginal cultural events in and around Regina, such as the Sisters in Spirit Round Dance, the First Nations University of Canada Spring and Fall Pow Wows, Treaty 4 Days in Fort Qu'Appelle, the North Central Smudge Walk, and the Tamra Keepness Annual BBQ.
- The Service has also built a trusting relationship with Elders in the community, and has been advised by the Chief's Elders Advisory Council for 14 years. The Council is made up of seven Elders from the Treaty 4 area, and meets quarterly with the Chief of Police, members of the Executive Committee, and the Cultural and Community Diversity Unit to renew relations and discuss any community concerns and topics.
- RPS has built strong working relationships with local universities and student associations, including with the First Nations University Students' Association, the University of Regina Aboriginal Students Centre, the Saskatchewan Polytechnic Aboriginal Student Association, and the Saskatchewan Polytechnic Aboriginal Police Preparation Program.
- The Cultural and Community Diversity Unit represent the Service on the local steering committee for the *Working Together: Combating Structural Violence* project. This national project is funded by the Institute for Research and Development on Inclusion and Society (IRIS). The project's aim is to change systems that preserve violence against indigenous, racialized, migrant women and women with intellectual and psychiatric disabilities.
- The Regina Police Service works hard to assist in increasing the recruitment of qualified Aboriginal candidates for a career in policing. Our Cultural and Community Diversity Unit works with Human Resources to deliver a diversity recruiting strategy. The Treaty 4 Citizens' Police Academy is held each May to offer candidates a better understanding of what is required to enter into a career in policing.
- The File Hills Qu'Appelle Tribal Council (FHQTC) and RPS signed a Cooperation and Community Safety Protocol that confirms years of working together to ensure the public safety of First Nations People in the Treaty Four area. The Protocol is intended to reflect the relationship between the FHQTC, its urban service delivery arm, the Regina Treaty Status Indian Services

(RT/SIS) and the RPS as they work to assist all children, youth, men, women and Elders in having safe, secure and stable communities in which to thrive.

Newcomers

- We work closely on an ongoing basis with organizations that support refugees and other newcomers to Canada, such as the Regina Open Door Society and the Regina Region Local Immigration Partnership.
- We take part in diverse cultural events throughout the year, including Mosaic – A Festival of Cultures, the Vaisakhi Nager Kirtan Parade (hosted by the Sikh community), and CluedINclude.
- We continuously do outreach and build relationships with new cultural communities as Regina continues to diversify.

LGBTQ

We are strengthening relationships with groups that support the LGBTQ communities, including the UR Pride Centre for Sexuality and Gender Diversity and TransSask Support Services.

In addition, we also take part in various LGBTQ events in Regina, such as participating in the Queen City Pride Parade, attending the raising of the rainbow flag at City Hall, and assisting in the planning and running of Camp fYrefly.

Mental Health and Addictions

The Police and Crisis Team (PACT) is an integrated partnership with RPS and the Ministry of Health which was implemented in 2015. The members of PACT are part of a multidisciplinary team that includes an RPS member, partnered with a clinician of the Regina Qu'Appelle Health Region (RQHR).

RPS with PACT is committed to building partnerships with RQHR including Mental Health Services, and Child and Youth Services.

Other community partners include:

- Regina Mental Health Disposition Court,
- Mobile Crisis,
- Phoenix Residential Society,
- Carmichael Outreach,
- Mental Health Commission of Canada,
- Ministry of Social Services,
- Various shelters and numerous community services and resources,
- Other government departments/agencies.

xiv. *Please elaborate on any policies in place within your police service to provide safe alternatives to detention for intoxicated individuals.*

Brief Detoxification (Detox) Unit

1. The Brief Detox Unit (BDU) is a branch of the Addictions Treatment Center operated by the

Regina Qu'Appelle Health Region (RQHR). The Brief Detox Unit provides temporary care to intoxicated people. Medical personnel are on site to screen incoming patients. The capacity of the BDU is limited and often full before midnight. When there is space available, the Regina Police Service can utilize this option for persons who are intoxicated.

2. Members may release people arrested for public intoxication to the Brief Detox Unit under the following circumstances:
    - intoxication is the only reason for arrest,
    - subject is an adult,
    - subject is willing to be admitted to the Brief Detox Unit,
    - subject is not a threat or combative,
    - subject does not have warrants, and
    - subject is not being charged with an offence.
  3. Members releasing a person to the Brief Detox Unit are responsible for conducting a thorough search of the person prior to release. Illegal property will be dealt with accordingly.
  4. When releasing an intoxicated person to the Brief Detox Unit, officers shall sign the RQHR admitting form and have the admitting staff member sign in the officer's notebook.
  5. If a person is lodged in Detention for public intoxication, the reason for not utilizing the Brief Detox Unit shall be noted in the incident report.
  6. If a person is to be lodged in Detention for public intoxication as a result of limited availability at the Brief Detox Unit, the NCO i/c of Detention may arrange for the person to be released into the care of the Brief Detox Unit when space becomes available.
- xv. *What measures are currently in place within your police service and through partnerships with social service providers to rehabilitate repeat offenders and to do so through restorative justice initiatives?*

When a person is arrested and charged, a police officer can recommend the Regina Alternative Measures Program (RAMP) or Help Eliminate Auto Theft (HEAT) but this recommendation has to be sanctioned by a judge. The Regina Police Service can assist with mediation at RAMP to try and divert youth and first time offenders from incarceration. Police officers do have authority to recommend a diversion program as a sentence which must be approved by a judge. Recommendation to the RAMP program is limited by crime type and severity, the offending history of the accused, whether they have attended RAMP previously, and if they have taken responsibility for their actions. RAMP is an opportunity for an offender to take responsibility,

learn about the harm their actions caused others, and access social services if required. If the person is successful in the program, they will not have a criminal record.

In addition, the Regina Police Service participates in cultural camps each year to build strong relationships with you and provide education and mentoring in a traditional way.

*xvi. What measures are being taken to build trust in the police among the indigenous communities in your jurisdiction?*

The Regina Police Service has established many partnerships with different Indigenous organizations, communities, and educational facilities. For example, the Service has partnerships with The First Nations University of Canada, the University of Regina Aboriginal Students Centre, All Nations Hope Network, and File Hills Qu'Appelle Tribal Council.

As mentioned in answer to question xiii, the Regina Police Service has also built a trusting relationship with Elders in the community through the Chief's Elders Advisory Council.

This past year, the Regina Police Service introduced a sworn Aboriginal Liaison officer to complement the work already being done by the Missing Person Liaison and other areas in the Service. These two employees, along with other members of the Cultural and Community Diversity Unit and the Service actively reach out to many organizations and communities by participating in teachings, ceremonies and events.

Engagement with Indigenous youth is a focus for the Service. The Regina Police Service Community Cadet Corps is meant for those youth who are at risk of negative influences. The program helps the youth develop a sense of belonging, self-confidence, how to be a role model for other youth, independence, make new friends and successfully achieve personal goals.

*xvii. Kindly detail whether your police service employs (or has employed in the last 5 years) any indigenous liaison workers or volunteers that are made available to members of this community upon arrival at a police station.*

The Regina Police Service employs approximately eight members assigned to the role of Indigenous liaison. Four members are employed in the Cultural and Community Diversity Unit, one in Human Resources Department, and three in the Victims Services Unit. The Service also employs Indigenous youth throughout the summer with the Aboriginal Summer Student Program.

*xviii. Kindly elaborate on your indigenous candidate recruitment strategy and provide details on the number of indigenous men and women currently employed by your police service as well as the number employed in the last 5 years.*

Until early in 2016, the Ministry of Justice, Corrections and Policing had a committee devoted to recruiting initiatives for indigenous candidates, known as the Saskatchewan Policing Aboriginal Recruitment Committee (SPARC). This position was historically held by a member of the Regina Police Service, seconded to work on recruitment of Indigenous peoples for all of Saskatchewan.

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When the Ministry withdrew funding and eliminated the position the Regina Police Service created a specialized position called the Aboriginal Recruiting Liaison Officer. This position is an addition to a number of other initiatives at the Regina Police Service including the Mentorship Program, Treaty Four Citizen's Police Academy, and a partnership with the Aboriginal Policing Preparation Program at SaskPolytechnic. All of these efforts focus on mentorship, recruitment, and success of Indigenous peoples in application, training, and employment at the Regina Police Service.

Year	Male	Female	Total	%	Total Employees
2011	34	22	56	9.71%	577
2012	31	23	54	9.29%	581
2013	31	23	54	9.33%	579
2014	33	21	54	9.20%	587
2015	39	20	59	9.72%	607

In addition, the Regina Police Service has been committed to recruitment strategies in an effort to be reflective of the community. Since 1992, the Saskatchewan Human Rights Commission (SHRC) has provided the Regina Police Service with employment equity targets and goals. The workforce data is provided annually to SHRC and our Human Resources section includes this information in their planning and recruitment strategies each year. Since 1992, the employment equity totals have increased.

	1992	2013	2014	2015	Change	Goals
<b>*Women (in under represented occupations)</b>	4.0%	25.0%	24.5%	25.6%	+1.1%	46.0%
<b>Aboriginal People</b>	3.0%	9.3%	9.2%	9.7%	+0.5%	14.0%
<b>**People with Disabilities</b>	1.7%	4.5%	4.9%	4.6%	-0.3%	12.4%
<b>Visible Minority</b>	1.2%	6.0%	6.1%	6.6%	+0.5%	11.0%

Year	Male Indigenous	Total Male	Percent	Female Indigenous	Total Female	Percent
2012	31	354	8.76%	23	227	10.13%
2013	31	345	8.99%	23	234	9.83%
2014	33	349	9.46%	21	238	8.82%
2015	39	363	10.74%	20	244	8.20%

### **Accountability**

- i. *Please outline the disciplinary steps taken if there is a substantiated claim that an officer has used racially discriminatory or sexually inappropriate language when speaking to other officers or civilians.*

It is not possible for us to provide you with a specific answer to your question, as each disciplinary incident is fact specific and there a number of factors that go into determining the appropriate disciplinary sanction or sanctions. *The Police Act, 1990* and *The Municipal Police Discipline Regulations, 1991* govern all aspects of police discipline. In particular, they set out the authorities and powers of a Chief and Hearing Officer, including what constitutes a disciplinary offence and the available disciplinary sanctions.

A Chief has a significant amount of discretion in how they will respond to a substantiated complaint. Depending on the seriousness of the allegation there are a range of penalties, and range of options for a Chief to choose from.

For less serious substantiated allegations, which may include being discourteous to a member of the public, a Chief can choose to provide the officer with a document known as an Advice as to Future Conduct. Section 4 of *The Municipal Police Discipline Regulations, 1991* provides that if a Chief considers that a member should be advised respecting his or her future conduct, without the resort to formal disciplinary action, he or she may refer the matter to the member's supervisor to advise the member respecting his or her future conduct. In Regina, when a member is given an Advice as to Future Conduct, it is a formal written document that sets out expectations for future behavior. So for example, when we have had members using profanity when speaking to the public, or who have shown general discourtesy, we have provided those members with an Advice as to Future Conduct.

A Chief also has the authority, with the consent of the member and the Public Complaints Commission, to provide a member with an Order of Remedial Discipline, pursuant to section 48(1) of *The Police Act, 1990*. An Order of Remedial Discipline is a formal disciplinary document, in which the Chief can offer a member disciplinary sanctions without the need to formally charge them, or have a hearing. In an Order of Remedial Discipline the member accepts disciplinary sanctions, and responsibility for their actions. Depending on the nature of the allegation there are a range of penalties available to a Chief. Section 6 of *The Municipal Police Discipline Regulations, 1991* provides that a Chief may:

1. Order a period of probation or close supervision;
2. Order a member to undergo counseling, training or treatment;
3. By order reprimand a member;
4. Do any combination of things mentioned above, or make any other order that he or she considers appropriate.

Frequently in an Order of Remedial Discipline a Chief will order a period of suspension without pay, or a fine. These penalties are taken from section 58 of *The Police Act, 1990*, powers of hearing officers.

In certain circumstances where a Chief does not wish to offer an Order of Remedial Discipline pursuant to section 48(1) of *The Police Act, 1990*, or if a member refuses to accept an Order of Remedial Discipline, a Chief may charge a member with a Disciplinary Offence. Sections 36 (Major offences) and 37 (Minor offences) of *The Municipal Police Discipline Regulations, 1991* set out what constitutes a disciplinary offence. Based upon your questions the most relevant sections would be:

Section 36 (A) member of a police service commits a major offence against discipline if he or she is guilty of:

- (a) discreditable conduct, that is if he or she:
- (b) acts in a manner that is unbecoming or dishonorable to the member or to the police service.

(f) abuse of authority, that is he or she:

(ii) uses any unnecessary violence to any prisoner or any other person with whom he or she may be brought into contact in the execution of his or her duty.

(j) criminal conduct, that is if he or she is found guilty of an indictable offence or any offence punishable on summary conviction pursuant to any statute of Canada or any province or territory in Canada.

Section 37 (A) member of a police service commits a minor offence against discipline if he or she is guilty of:

(e) abuse of authority, that is if he or she:

(i) is discourteous or uncivil to any member of the public.

If a member is charged with any of the above offences, a hearing into the allegations is ordered, and a Hearing Officer is appointed by the Saskatchewan Police Commission. A Hearing Officer is an independent party, usually a lawyer, who is not affiliated with the police service. They have many powers set out in *The Police Act, 1990* in section 58. For a major offence, a hearing officer may order dismissal, order demotion, suspension for a period of up to 60 days, a fine not exceeding \$1000, a period of probation, close supervision, counseling, treatment or training, issue a reprimand, make any order he or she deems fit, do any combination of the above.

For a minor offence the hearing officer may order all of the above, but a fine cannot exceed \$350, and a suspension cannot exceed one day (cannot exceed 8 hours)

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In egregious circumstances, and where it is necessary to maintain public confidence in police, or the security of police operations, the Chief may relieve a member from duty pursuant to section 53 of *The Police Act, 1990* for 30 days. If a Chief wishes the relief from duty to continue beyond 30 days it is necessary to make an application to a hearing officer to have that relief continued. Relief from duty is with pay, until an appearance before a hearing officer at which time the relief from duty can be continued with pay or varied with a reduction of pay on any terms hearing officer considers appropriate. Relief from duty can only occur if there is discipline pending.

A Chief also has the power to summarily dismiss a member for incompetence or unsuitability, pursuant to section 60 of *The Police Act, 1990*. Section 60 states if, in the opinion of the Chief a member has rendered himself, or herself, unsuitable for police service by having been found guilty of an offence pursuant to the Criminal Code, or has conducted himself or herself in a manner that despite remedial efforts if it was reasonable in the circumstances to make remedial efforts, renders the member unsuitable for police service or establishes the member as incompetent for police service the Chief can order the member dismissed, demoted, suspended without pay for up to 60 days, probation and close supervision, counseling, treatment or training, reprimand, or any other order the Chief deems fit. The member has the ability to appeal an order pursuant to section 60 to a hearing officer.

The information set out above gives the framework a Chief must follow when considering discipline of a member.

With respect to your question of disciplinary steps taken we cannot provide you with specific information, but rather will provide you with some general examples.

We have not had any substantiated public complaints of an officer using racially discriminatory or sexually inappropriate language when speaking to other officers or civilians. We have had a few incidents of internal harassment that have resulted in discipline with a range of penalties from a reprimand, training on respectful workplace, suspensions without pay, removal of supervisory duties and long periods of close supervision (up to twenty four months). We had one incident of a member engaging in sexually inappropriate online discussions with an individual he believed to be a female he had arrested, but was in fact our Professional Standards Section. That member was terminated pursuant to section 60, and the termination was upheld by a Hearing Officer.

We have had one substantiated complaint of unjustified body (frisk) or strip searches. In those circumstances, it was female members who conducted a strip search of a male prisoner. The circumstances of the search related to prisoner safety, so the discipline included a reprimand.

We have had substantiated complaints of excessive force against a gender minority during arrest, or in detention, however we have not had any complaints (substantiated or unsubstantiated) related to sexual coercion of a sexual gender minority during arrest or in detention. With respect to complaints of excessive force we have had a range of penalties from a reprimand, suspension without pay (up to 30 days), close supervision (up to twelve months),



and training on use of force. The suspension of 30 days was a decision rendered by a hearing officer.

ii. *What recruitment screening strategies are in place to prevent police force candidates with biased views against any group on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or any other grounds from being offered employment?*

The recruitment process at the Regina Police Service is in depth and intensive. Our Human Resources Section works diligently to attract, promote, and select candidates that come from a variety of backgrounds and who have experience working with others from diverse backgrounds. Candidates are required to complete extensive personal disclosure form (<https://www.reginapolice.ca/recruitment/Personal%20Disclosure%20Form.pdf>), and are required to undergo, backgrounds checks, polygraphs, and interviews, where they are asked to comment on views and opinions of different diverse groups. Persons who demonstrate explicit bias or discrimination will not continue in the recruitment process. Family and friends, previous employers and co-workers are asked during background checks to comment on how the candidate gets along with others, witnessed personality conflicts, and strong opinions or views about different diverse groups. If the recruiter discovers that there is explicit bias or discrimination, the candidate will not continue in the process.

When a person is hired to attend the Saskatchewan Police College, there are a number of issues addressed during college.

At the Recruit level, Diversity Awareness series explores:

- evolution of the relationship between First Nation people and the police as context to discuss the importance of cultural awareness, understanding and participation in policing;
- experiences new immigrants may have had with police prior coming to Canada are also discussed, as this kind of understanding may help police interpret behaviors of persons who do not respond to police in the manner that is expected;
- new immigrant cultural practices and ideologies which may conflict with Canadian laws (example Honor Based Violence);
- culture versus religion and misconceptions officers may have;
- responding to calls involving patriarchal cultures, GLBTQ based situations, domestic violence, cultural practices and ideologies, and search issues that have cultural implications;
- social factors that contribute to marginalization and victimization of individuals;
- support services and agencies within our communities, with whom police can collaborate to respond to persons in crisis;
- relationship building and the importance of being a part of the community you serve;
- importance of empathy, compassion, listening, keeping the ego in check and an openness to learn from every experience;

As part of this Recruits are involved in an experiential learning project which supports the Ministry's *Building Partnerships to Reduce Crime* (BPRC) strategy. The project is intended to

build awareness of people at risk in their community and how police can collaborate with other service providers to address the three pillars of crime reduction: prevention, intervention and suppression.

Once a person is hired at the Regina Police Service or has completed police college, there are a number of training sessions that occur yearly to educate officers on different diversity groups. This has included issues and experiences related to Indigenous persons, the LGBTQ community, Islam, and Syrian refugees.

(See also question "Policies and Practices viii and xiii)

iii. *Please outline the disciplinary action taken if an officer is found to have conducted an unjustified body (frisk) or strip search.*  
See (i)

iv. *Please advise whether police officers on your force are subject to drug testing and under what circumstances.*

Police officers are subjected to drug testing if:

1. there is reasonable suspicion that they are using an illicit substance, or
2. If they are undergoing assistance through the Employee Family and Assistance Program and alcohol or drug testing is considered mandatory.

There is no specific policy but the recruiting process requires:

- drug free for 3 years

v. *What percentage of police officers on your force wear body cameras? What protocols exist regarding the use of these cameras and to what extent do officers have discretion on when to turn off the cameras?*

The Regina Police Service does not have body cameras (0%).

vi. *What percentage of police vehicles within your jurisdiction have GPS tracking devices? What protocols exist regarding the use of these devices? IS the GPS tracking information logged and for how long?*

Currently 100% of our Patrol units (Marked Units) have a GPS tracking devices and our CID Units (Unmarked Units) have 0% use of GPS tracking devices. The Regina Police Service is currently reviewing our capacity to place GPS tracking devices in our unmarked fleet as well but have not found a solution at this time.

There are no protocols in place for the use these devices. They were put in place in our Patrol fleet for officer safety, and so our Communications Centre could locate a patrol unit at all time.

The GPS information is logged and is stored indefinitely. We do not have a formal retention policy defined at this time to delete any GPS tracking information. Currently, GPS information is available from October 2013 to present.

- vii. *What percentage of your police station is equipped with video cameras? Do those cameras record audio? Please indicate which areas of your police station are not covered by video cameras.*

About 60% of the exterior of the building is captured by video cameras without audio. Inside the building, areas in which there is public interaction with police are also captured by video and all interactions at the front desk are video and audio recorded. In total, about 20% of the interior of the building has video in addition to our Detention Center. About 95% of the Detention Centre has video camera coverage. The only rooms exempt are the rooms used for breathalyzer tests, and where prisoners can call or meet with their lawyers.

- viii. *Please outline the disciplinary steps taken if there is a substantiated claim that an officer is found to have physically assaulted, verbally abused, sexually coerced, and/or intimidated a woman, girl, or a member of a sexual gender minority group during arrest or in detention.*

See (i)

- ix. *When an individual files a complaint against a police officer, how is this information stored and is it visible on their electronic police file/record? Please describe what measures are in place to prevent retaliation against complainants.*

When an individual files a complaint against a police officer the information is stored on a secure police database where access is restricted to specific personnel within the Service. Those personnel include the Chief of Police, the Deputy Chief of Police, the Executive Officer, the Staff Sergeant in charge of Professional Standards section, the Professional Standards investigators, the Regina Police Service Legal Counsel and the Professional Standards Administrative Assistant. No mechanism exists to prevent retaliation against the complainants. However, all members are informed that if they were to engage in misconduct or unethical behavior disciplinary action may be taken against them.

- x. *Please provide or describe what instructions are given to officers on how they should respond to complaints against police by members of the public.*

As required by *The Police Act, 1990*, when officers are subject to a public complaint and an investigation into the specific incident is directed by the Public Complaints Commission, the officer(s) who are the subject of the alleged misconduct are provided with a Notice of Investigation not later than 60 days after the day on which the public complaint is recorded by the person who received it. Included with the Notice of Investigation is the Public Complaint Form F (complaint form) signed by the complainant and any written statement made by the complainant. The officer(s) will be provided a reasonable time to review the documents before being subject of an interview either by an investigator from the Public Complaints Commission, a Professional Standards investigator or by a police service other than the Regina Police Service.

If the alleged misconduct is criminal in nature, the officer(s) will be provided their Charter Rights and warnings following which it is their decision as to whether they will participate in an interview or not. If the misconduct is administrative in nature, the officer(s) are provided with the instruction the interview is an administrative interview and they are required to answer all questions fully and truthfully. Failure to participate in the interview or failure to answer fully and truthfully can result in disciplinary action.

*xi. What measures are being taken to ensure that members of the public, particularly indigenous people, are knowledgeable of the complaints process?*

If a member of the public comes to the Regina Police Service to make a complaint, we provide them with the information about the different ways they are able to file a complaint. The first is to file a complaint with the Watch Commander at the Regina Police Service. Complaints can also be made directly to the Public Complaints Commission, in person or via an online form, or to the Federation of Sovereign Indigenous Nations Special Investigations Unit – Justice Secretariat. Complaints can also be made to the Board of Police Commissioners, or at any detachment of the RCMP, although it is rare for a complaint to be made in this manner.

Providing knowledge and understanding of the complaints process is available to members of the public regardless of their ethnic origin. Currently informational pamphlets are available to any member of the public in the lobby area of the Regina Police Service Headquarters building. In addition to the pamphlets, information regarding the complaints process can be obtained on the Saskatchewan Government Website at [www.saskatchewan.ca](http://www.saskatchewan.ca) followed by entering Public Complaints in the search bar.

*xii. What measures are being taken to minimize the occurrence of violence of disrespectful police interactions with civilians, particularly indigenous people?*

The Regina Police Service works diligently during the recruitment process to hire persons who demonstrate integrity and respect for all persons. In police college members are exposed to training that clearly articulates respectful and fair treatment of all persons. Members are also exposed to cultural training at the Saskatchewan Police College and during a week of training in house each year. The training is delivered by the Cultural and Diversity Unit at the Regina Police Service. Throughout the year, there are many events that members are encouraged to attend to gain understanding and education about different diversity groups. Specific to Indigenous peoples, the Regina Police Service hosts a Round dance and feast each year, participates in the Sisters in Spirit vigil, and many other events as described in Training iii.

Police officers swear an oath and are guided by the Canadian Charter of Rights and Freedoms to respect all persons regardless of ethnicity, culture, gender identity and age. In addition to specialized training on cultural sensitivity and related issues, police officers are expected to uphold the law in a fair and impartial way. Members are closely supervised on the front line as well as with management oversight in an effort to curb any potential issues and ensure front line police members maintain professionalism.

- xiii. *Have members of the indigenous community been invited to evaluate the effectiveness of existing cultural awareness programs and have any changes been implemented as a result of their feedback?*

The Regina Police Service's Elders Advisory Council has been invited to evaluate the existing cultural awareness programs we provide our members. For the last 14 years, the Elders have done so, and provided us with their feedback and recommendations which we have implemented. For example, this year during the mandatory block training, a few of our Elders provided teaching sessions to our members on legitimacy.

CTV correspondent Nelson Bird offered a suggestion for the Service to review the terms we use, via our radio correspondence, and find an alternative term to use when describing someone from the Indigenous community. The policy manual has been reviewed to ensure proper terms are used and education has begun to provide all members with appropriate terminology.

### Training

- i. *What training do police officers receive on handling domestic violence cases and engaging with survivors and people at risk? Kindly detail both the nature and duration of the training as well as how frequently officers are required to take a refresher course.*

Police members receive presentations during police college as well as ongoing education from Family Service Regina as well as the Domestic Violence Coordinator when needed.

In the Recruit Training Program there is a 27 hour series that involves the following topics:

- Legal Aspects of Police Intervention in Domestic Disputes
  - Explores the legal processes that may be utilized in situations involving interpersonal violence and abuse, including, non-offence alternatives for addressing domestic violence.
  - Exploration and discussion of criminal offences under the criminal code, including harassment, unauthorized video recording, assaultive behavior, kidnapping, forcible confinement; and the issuance of, and enforcement of, court orders such as peace bonds, probation, conditional sentence orders and similar directions from the court
  - Exploration of Public Prosecution and police policy on domestic violence
- The Cycle of Family Violence
  - Learning about the dynamic cycle of family violence; the realities of interpersonal violence in the home; why victims are reluctant to leave abusive situations; risk factors for abuse; children exposed to family violence; what needs to happen to hold the perpetrator accountable for ending the violence; support resources for victims of domestic violence.
- The Victims of Interpersonal Violence Act
  - Police authority under the Act; procedures involved in assisting a victim to make application for an Emergency Intervention Order, enforcing victims' assistance orders, and obtaining warrants of entry to assist victims of domestic violence.
- Victims Services

- Discussion of the programs and services provided by Ministry that respond to the needs of victims of crime (restitution, compensation, victim/witness support services, and victim impact statements).
- The Psychological Framework
  - Examining the general mechanisms in human behavior which operate at times of crisis –the state of mind, emotions and self-image involved for both officers and the individuals in the situation; helping officers recognize how their own behaviors can escalate or de-escalate a situation.
- Family Law and the Children’s Law Act
  - Examining the laws pertaining to marriage, property, custody of children, maintenance, and child protection under the Children’s Law Act; general aspects of Family Law and processes involved in parental child abductions; how to provide proper information and referrals to the disputants.
- Elder Abuse
  - Online module that addresses some of the myths associated with elder abuse; some of the root causes of elder abuse; types of elder abuse; processes police should follow in order to investigate a situation that may involve elder abuse.
- Responding to Domestic Violence Calls for Service
  - Examining the new National Framework for Collaborative Police Action on Intimate Partner Violence; effective communication and de-escalation (reinforces earlier program components); risk assessment and indicators of risk of future domestic assault with *reference* to the ODARA 13 item list; application of learning in paper scenarios.
- Responding to Domestic Violence Calls for Service
  - This session reinforces the goals of crisis intervention and has officers walk through the steps in responding to a call to ensure public and officer safety; table top scenarios prior to live scenarios.
- Interpersonal Violence and Abuse – Live Scenarios
  - Live scenarios with professional actors provide Recruits the opportunity to apply the knowledge, skills and abilities gained through the Interpersonal Violence and Abuse Series. These scenarios provide opportunities for the officers to:
    - assess the situation
    - assess the level of risk
    - apply appropriate communication skills
    - de-escalate the situation
    - resolve the situation and identify appropriate resources that may be of support to individuals involved.
- Regina Police Service Refresher sessions
  - In December 2011, The Domestic Violence Coordinator provided roll call training (detailing), with information and recommendations regarding Criminal Harassment and the use of the charge in conjunction with repeated breaches of no-contact conditions. In this session she encouraged members to consider laying the Harassment charge, in addition to laying a third,

fourth, etc. breach charge. All Patrol members and School Resource Officer's (SRO's) received this presentation that year.

- In the spring of 2013, the Domestic Violence Coordinator attended roll call training (detailing) and again presented on the continued use of the Criminal Harassment charge in regard to DV investigations. She also presented on the court challenge of "dual" charges, where both spouses are charged with an offence in one incident. In addition, she provided information on determining the "primary aggressor" in DV incidents, and charging this aggressor only instead of both parties. At this time, most dual charges were being stayed putting the actual victim at risk of continued domestic violence due to the lack of conditions. All Patrol members and SRO's would have received this presentation to try and address this issue.
- In 2016, a review of domestic violence and all domestic related calls for service was conducted. The purpose was to ensure that members were following policy and identify any potential gaps that could be addressed through training or increased supervision and oversight of these types of incidents.

- ii. *Do officers receive dispute resolution and anger management training and support? Are officers trained in de-escalation techniques? Kindly detail both the nature and duration of the training as well as how frequently officers are required to take a refresher course.*

In the Recruit Training Program there is a set of Communication Series, the bulk of which is a 3-day Verbal Judo course. Verbal Judo is a set of strategies used to promote professional interaction with the public, de-escalate a heightened situation and gain compliance from potentially challenging or resistive subjects. Officers learn about the basic principles of communication, the importance of a "professional" approach to interactions and the context for successful application of these techniques.

Following the 3-day course, these communication and de-escalation skills are reinforced throughout the program through classroom practice scenarios and then during all live scenarios with actors. In every practice and live scenario the officers are assessed on their use of communication and de-escalation skills. Most instructors that facilitate live scenarios have had the same training and can reinforce the desired skills.

Communication and de-escalation skills are reinforced throughout the entire program, so while there are 23 hours specifically dedicated to this training, this time allocation does not include the continual reinforcement through other areas of the program such as:

- Diversity Awareness
- Professionalism, Ethics and Integrity
- Introduction to Investigations
- Statement Taking and Interviewing
- Use of Force
- Mental Health

Alternative Dispute Resolution mechanisms pursuant to the Criminal Code – an exploration of the use of alternate measures to – where appropriate – resolve matters with and without formal involvement of the Court process is addressed by the College criminal law instructor.

Dispute Resolution – At one time the Recruit Program involved dispute resolution and had less time for Verbal Judo. However, it was felt that most situations requiring police intervention were past the “dispute” stage and entering more of the “crisis” stage. Verbal Judo skills can be used to address varied levels of conflict.

Refresher Courses – The Saskatchewan Police College does not host a refresher course in this area. However, communication skills and professionalism are reinforced in various courses at the In-Service level. In addition to this, RPS does not host refresher sessions specific to de-escalation, however members re-certify in Defensive Tactics annually and a component of this training is de-escalation through communication techniques. Members in specialized units such as Family Services and VICE will have components of de-escalation and rapport building within specific courses/training/conferences etc.

RPS Training and Development is also looking at providing members Verbal Judo Training in 2017.

Once a year, all police officers are required to complete an in-service week long course referred to as Block Training. A number of topics are included such as a Use of Force refresher and tools for self-care and overall well-being. In addition, members of the Central District participated in dispute resolution training with an external agency called Regina Alternative Measures Program (RAMP).

*iii. What training on race-relation, particularly with respect to indigenous communities, is presently being implemented within your police service? Kindly detail both the nature and the duration of the training as well as how frequently officers are required to take a refresher course.*

Education at both Recruit and In-Service levels is provided to assist officers in recognizing, understanding and demonstrating respect for human diversity that is reflected through culture, ethnicity, religion, sexual orientation, gender identity, gender expression, and ability. Building strong relationships with all members of the community is critical to the success of many police investigations. As well, they open the doors for people to feel safe in reporting crimes that may have otherwise gone unreported. The ongoing message of building positive working relationships with all community members is intended to promote understanding, trust and ultimately, safer communities. Refer to Accountability ii for further information on police college.

In the Professional, Ethics and Integrity series of the Recruit program sessions include:

- Police Ethics and Accountability;
- Fair and Impartial Policing (which explores social biases and assumptions; and a case study of systemic bias in policing);
- Police Discretion.

The areas listed above reflect 31 mandatory hours of education on the 20-week Recruit Training Program.

At the In-Service level, a 4-day Cultural Relations course is presented to serving members. As



part of this course the following areas are emphasized:

- Building Police Legitimacy
- First Nations Treaties – representative from the Office of the Treaty Commissioner explores the nature of the treaty relationship and promotes recognition, respect and relationship building;
- Missing and Murdered Aboriginal Women – awareness of issues, risk factors and enhancing police efforts;
- Culture and Religion in Patriarchal Societies - patriarchal power societies and the gender-based violence within cultures;
- GLBTQ Awareness;
- Traditional Aboriginal Protocol in Policing;
- Honor Based Violence;
- Islam – presented by a community partner from the Saskatchewan Islamic Association;
- Sikhism - presented by a community partner from Court Services.
- Regina Police Service Refresher
- RPS provides Cultural Relations Training every two (2) years to its members and covers a very broad spectrum of training through our Cultural Relations Unit and members of our community.

The Regina Police Service has adopted into policy one of the recommendations from the Neil Stonechild Inquiry. That recommendation was mandatory diversity training. Every two years, our members, both sworn and civilian, receive diversity training. The training is half a day with a 2 hour component slated for Indigenous material. This past year, members received training from our Elders Advisory Council on legitimacy and indigenous relations and they received training from a Syrian refugee who resettled in Regina. The Elder focused on how policing is different from a war torn country and how to have patience when dealing with a newcomer. Two years prior to that, members were given training on Indigenous protocols and significant items, as well as, immigration and resettlement, and honor-based violence and forced marriage.

### **Data Request**

#### **Covering the period (2012-2016)**

- i. *Number of police interactions with documented use of force, percentage by gender.*

The Regina Police Service does not document gender.

- ii. *Number of police interactions with documented use of force, percentage of those that are with indigenous people, and of those the percentage with indigenous women.*

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The Regina Police Service does not require citizens to declare their race/ethnicity. Therefore we are unable to provide this information.

- iii. *Percentage of indigenous women arrested who were charged with resisting arrest or obstruction of justice (under section 129 or 270 of the Criminal Code of Canada); percentage of non-indigenous women arrested who were charged with resisting arrest or obstruction of justice.*

Year	total # females arrested/charged	% indigenous
2012	33	79%
2013	13	85%
2014	14	100%
2015	28	71%
2016 (Jan to Oct 31)	13	62%

- iv. *Number of police interactions with documented strip searches, percentage by gender.*

The Regina Police Service only records a strip search in an investigative report. Therefore, obtaining this information would be extremely time consuming and complex. At this time, we are not able to provide this information.

- v. *Number of police interactions with documented strip searches, percentage of those with indigenous people. And of those the percentage with indigenous women.*

The Regina Police Service only records a strip search in an investigative report. In addition, we do not require citizens to declare their race/ethnicity. Therefore, obtaining this information would be extremely time consuming and complex. At this time, we are not able to provide this information.

- vi. *Number of police interactions with documented body searches, percentage by gender.*

Every arrested person is searched. A body cavity search is rare. If there is a determination that a body cavity search is needed, it must first be authorized by an Inspector and then performed by a medical professional in a hospital setting. As stated previously, the Regina Police Service only records a strip search in an investigative report. Therefore, obtaining this information would be extremely time consuming and complex. At this time, we are not able to provide this information.

- vii. *Number of police officers suspended with pay in your police service.*

The number of police officers suspended with pay, are as follows for the given year:

Year	# officers suspended with pay
2012	3
2013	0
2014	0
2015	0
2016 (until June 30 <sup>th</sup> )	1

viii. *Number of complaints of sexual harassment or assault filed by a female officer within your police service.*

The number of sexual harassment or assault complaints filed by a female officer of the Regina Police Service per given year and investigated by the Professional Standards Section are as follows:

Year	# officers suspended with pay
2012	0
2013*	0
2014	0
2015	0
2016*	1

\*2013: In 2013, there was one complaint of sexual harassment made by a male officer against a female officer

ix. *Number of individuals who have suffered serious injury or died, either in custody or during an interaction with an officer in your police service.*

The Regina Police Service has not had an in-custody death from 2012 until the time of this writing.

The number of persons who have reported serious injury from an interaction with a police officer is stated below. The column "total use of force incidents" is the number of incidents in which a use of force report was completed but no injuries were reported.

2012: In 2012, there was 1 incident of serious injury out of 106 use of force interactions. The injury was a fractured orbital bone and nose due to a physical strike.

2013: In 2013, there were 2 incidents of serious injury out of 119 use of force interactions. One injury was a broken collar bone that occurred during a fall from when a K9 dog made contact to apprehend a fleeing suspect. The second serious injury reported occurred when a police officer fired their weapon and the suspect was shot in the leg.

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2014: In 2014, there was 1 incident of serious injury out of 126 use of force interactions. The injury was a fractured cheek and nose that occurred during a physical strike.

2015: In 2015, there were 2 serious injuries out of 181 use of force interactions. One injury was sustained when a K9 dog contacted a suspect and the suspect required plastic surgery. The second reported serious injury required staples to close a wound from a physical strike in addition to the person suffering a cracked rib. There was also a serious injury to a police officer noted in which they suffered a broken hand, which is not included in the statistics provided.

2016: For the first 2 quarters of 2016, there has been 1 serious injury out of 103 use of force interactions. The injury was a laceration from a K9 dog apprehension that required 37 stitches. There was also a notable injury to a police officer in which they suffered a broken knuckle during an incident which is not included in the statistics below.

Year	# serious injury	total use of force incidents
2012	1	106
2013	2	119
2014	1	126
2015	2	181
2016*	1	103

- x. *Number of complaints received by your police force from members of the public; number of those complaints investigated by your police force; number of those complaints investigated by an external police force; number of those complaints investigated by an investigator from the Public Complaints Commission; number of public complaints against your police force that have been deemed substantiated (in total, and disaggregated by gender and ethnicity, if available).* All public complaints are referred to the Saskatchewan Public Complaints Commission (PCC) for review and investigation. The PCC determines if the complaint should be reviewed by them or the Regina Police Service. If the review is sent back to the Regina Police Service for investigation, the conclusion of the investigation is still sent to the PCC for review.

The document used to make a formal public complaint is a Form F. This document originates from the Saskatchewan Public Complaints Commission and does not capture gender or ethnicity data. As such, the data presented does not include these mentioned areas. It should also be noted that with any public complaint there may be the existence of multiple allegations; hence the total number of public complaints lodged differs from the total number of allegations. The data represented is from January 1- December 31 of each given year. The data is as follows:

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Year	# public complaints	Investigated by the RPS	Investigated by external agency	Investigated by Public Complaints Commission	Total allegations	Total allegations substantiated
2012	50	44	0	6	97	31
2013	39	38	0	1	70	13
2014	35	33	0	2	85	30
2015	33	29	0	4	72	8
2016 YTD	20	18	0	2	N/A	N/A